



Fostering Workplace Inclusion: Utilising A Taste of Harmony Discussion Guides

Are you a team leader seeking ways to unite your team? Have you observed behaviors that raise concerns or instances where individuals are treated differently due to their appearance or beliefs? At times, you might have personally experienced challenges in the workplace related to diversity. Every individual deserves to feel empowered to express their authentic selves at work. **A Taste of Harmony** offers a unique opportunity to initiate vital dialogues about cultural diversity within the workplace and navigate common challenges. You might even choose to establish a team charter that all members embrace.



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At A Taste of Harmony, we firmly believe that substantial change begins with meaningful conversations. However, we recognize that starting these conversations can be daunting. We invite you to explore our discussion guides, thoughtfully designed to support teams across businesses of all sizes.

Our discussion guides delve into various scenarios, including:

Dealing with Bias:

Are you watching carefully for signs that people are being treated differently because of their culture? Have you taken the time to learn more about the backgrounds of your team members? Remember, each individual's experience is unique, even within the same culture.

Reflect on your own interactions including who you spend the most time with, who advice you seek and who might be unintentionally excluded?

Bystander behaviour:

To create a respectful and inclusive workplace, act when you see unfair treatment, and address inappropriate behaviour immediately. Leaders should set the tone, and everyone should support colleagues, especially those who seem anxious or upset. By calling out injustice and prioritizing inclusion, we ensure everyone feels safe and valued.

Nurturing a Learning Culture:

This fact sheet emphasises the importance of creating spaces where everyone feels heard. For example, when Jacky noticed her colleague Abad being overlooked, she reached out, leading to a valuable idea that improved their project. Encouraging curiosity, asking questions, and seeking others' perspectives can make conversations more inclusive. Let's continue to ask questions and collaborate effectively.

